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(Original Signature of Member)

117TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To amend the Homeland Security Act of 2002 to improve U.S. Customs and Border Protection (CBP) identification of staffing needs, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

Mr. HIGGINS of Louisiana introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To amend the Homeland Security Act of 2002 to improve U.S. Customs and Border Protection (CBP) identification of staffing needs, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “CBP Workload Staff-  
5 ing Model Act”.

1 **SEC. 2. ESTABLISHMENT OF WORKLOAD STAFFING MOD-**  
2 **ELS FOR U.S. BORDER PATROL AND AIR AND**  
3 **MARINE OPERATIONS OF CBP.**

4 (a) IN GENERAL.—The Commissioner of U.S. Cus-  
5 toms and Border Protection shall in coordination with the  
6 Under Secretary for Management, Chief Human Capital  
7 Officer, and Chief Financial Officer of the Department of  
8 Homeland Security, develop and implement, by not later  
9 than one year after the date of the enactment of this Act,  
10 a workload staffing model for each of the U.S. Border Pa-  
11 trol and Air and Marine Operations.

12 (b) RESPONSIBILITIES OF THE COMMISSIONER OF  
13 CBP.—Subsection (c) of section 411 of the Homeland Se-  
14 curity Act of 2002 (6 U.S.C. 211) is amended—

15 (1) by redesignating paragraphs (18) and (19)  
16 as paragraphs (20) and (21), respectively; and

17 (2) by inserting after paragraph (17) the fol-  
18 lowing new paragraphs:

19 “(18) implement a staffing model that includes  
20 consideration for essential frontline operator activi-  
21 ties and functions, variations in operating environ-  
22 ments, present and planned infrastructure, present  
23 and planned technology, and required operations  
24 support levels for the U.S. Border Patrol, Air and  
25 Marine Operations, and the Office of Field Oper-  
26 ations, to manage and assign personnel of such enti-

1       ties to ensure field and support posts possess ade-  
2       quate resources to carry out duties specified in this  
3       section;

4           “(19) develop standard operating procedures  
5       for a workforce tracking system within the U.S.  
6       Border Patrol, Air and Marine Operations, and the  
7       Office of Field Operations, train the workforce of  
8       each of such entities on the use, capabilities, and  
9       purpose of such system, and implement internal con-  
10      trols to ensure timely and accurate scheduling and  
11      reporting of actual completed work hours and activi-  
12      ties;”.

13      (c) REPORT.—Not later than one year after the date  
14      of the enactment of this Act with respect to subsection  
15      (a) and paragraphs (18) and (19) of section 411(c) of the  
16      Homeland Security Act of 2002 (as amended by sub-  
17      section (b)), and annually thereafter with respect to such  
18      paragraphs (18) and (19), the Secretary of Homeland Se-  
19      curity shall submit to the Committee on Homeland Secu-  
20      rity of the House of Representatives and the Committee  
21      on Homeland Security and Governmental Affairs of the  
22      Senate a status update on the implementation of this Act  
23      and such paragraphs (18) and (19), and status updates  
24      on such paragraphs (18) and (19), as well as all relevant  
25      workload staffing models. Such status updates shall in-

1 clude information on data sources and methodology used  
2 to generate such staffing models.

3 (d) INSPECTOR GENERAL REVIEW.—Not later than  
4 120 days after the Commissioner of U.S. Customs and  
5 Border Protection develops a workload staffing model pur-  
6 suant to subsection (a), the Inspector General of the De-  
7 partment of Homeland Security shall review such model  
8 and provide feedback to the Secretary of Homeland Secu-  
9 rity and the Committee on Homeland Security of the  
10 House of Representatives and the Committee on Home-  
11 land Security and Governmental Affairs of the Senate re-  
12 garding the degree to which such model is responsive to  
13 Inspector General recommendations, including rec-  
14 ommendations from the Inspector General’s February  
15 2019 audit, and as appropriate, any further recommenda-  
16 tions to improve such model.